

PRECISION RECRUITMENT

Use Method Teaming® to accurately hire the right people, every time.



A renewed focus on recruitment

There is a severe lack of talented individuals. As the global economy expands, organizations are struggling to recruit people for many vacant roles and this is limiting growth opportunities. The additional effect is that companies are struggling to hold onto their best people. Worse, there is the huge cost of selecting the wrong people in the first place. Finding and retaining the right individuals should be a top priority and 'Job One' for your company.

At OND, we believe all these problems are solved when people are given the work they do best! By using their natural strengths and talents, people become highly engaged in their work which improves personal motivation and makes for better teamwork. This also directly reduces attrition rates. The result is that your business benefits from improved productivity.

Clearly a methodology is needed, preferably science-based, to help you target the right talent, rationalize job descriptions, orchestrate purpose-built interviews and make accurate hiring decisions. But you will also need a new set of terms, a vocabulary, which will allow you to discuss all these things. Fortunately, a solution exists; a proven one. It's called Method Teaming.

What is Method Teaming?

Method Teaming is a unique and proven science, methodology and language that companies around the world use to systematically create and manage high-performance teams. Method Teaming was developed by business people for business people, so it is wholly applicable to the world of commerce, not academics.

The highest performing teams are those in which each individual team member's natural talents and strengths are aligned with the work they perform. The power of Method Teaming lies in its ability to illuminate these natural abilities and systematically assemble the right combination of talents and strengths into a team.

Method Teaming gives you the ability to pinpoint the exact natural talent needed for creating these highly productive teams. Method Teaming ensures that precisely the right person is found and recruited to fill a specific role.

Personal fulfilment and company performance are inextricably tied together. Both are maximized when people can leverage their natural talents in the work they do every day.

Battling recruitment issues

OND has had many years of experience helping companies through the recruitment minefield. We observe that it is often only too easy to be subjective about hiring people and not rely on any rigorous science and methodology to guide selection. This is especially the case when trying to identify a candidate's natural talents and strengths.

While finding a candidate with the right skills base and experience is important, in most cases there is no clear delineation between skills and natural talent. When recruiting, it is important to understand and remember that skills can be learned but natural talent cannot!

Most bad hires are caused by selecting a candidate with the right experience and the right skills, but the wrong natural talent. Method Teaming focuses entirely on natural talent.

We often see that job descriptions call for every human strength. They ask for certain combinations of natural talent that, quite frankly, cannot be found in any one human being. As a result, these errant job descriptions add little value to and even confuse the recruitment process. Not only that but there is usually no clear "targeting" of the type of natural talent required for a position. Interview questions are lame, unfocused and will not reveal a person's true natural talent.

As a result, it often comes down to gut instincts, rather than precision, when selecting candidates. Bad hires and their horrific legacies are commonplace. What is worse, they are very costly for a large company and often fatal for a smaller organization. By applying Method Teaming, these can be eliminated.

Achieve precision recruitment

Here are the five simple steps you can take, using Method Teaming, to eliminate recruitment issues and drive accuracy and precision into your hiring process:

1. Separate and delineate between experience, skills and natural talent. A structured, iterative process called Method Teaming Force-7 is used to identify the top seven prioritized talents for a role or position.
2. Rationalize the job description so it is an accurate and realistic reflection of the natural talent required for a specific position.
3. Produce a Method Teaming Target Profile that specifies the acceptable ranges of behavior, motivation and cognitive thinking into which the correct candidates' natural talent must fall.
4. Build a Method Teaming Interview Template which contains questions designed to screen whether or not a candidate is a probable good match to the Method Teaming Target Profile.

5. Create a Method Teaming Intellect Profile (MTIP) for the shortlisted candidates to ensure they are an exact fit for the role.

The result is that the successful new hire fits precisely into a Talent-Aligned Team to maximize efficiency and effectiveness (productivity).

Recruit the right talent

As an organization using Method Teaming for Precision Recruitment, you will know, with certainty, that you have the right natural talent on-hand to do the right job at the right time. The business results from making the right hire include soaring productivity and efficiency, better innovation, employees fully engaged and motivated, lower attrition rates and a dominant market presence. Trying to address the huge challenges of the modern business world with the wrong team that was poorly selected is just too difficult!

The secret of having engaged, motivated and highly productive employees lies with fully understanding each person's unique natural talent and then utilizing it to create value for your organization.

About OND

OND, LLP was founded in 2003 by former Big Four executives. OND's core offering is called Method Teaming, which is used to create and manage talent-aligned teams. Method Teaming can be applied to any business function or mission-specific team to accelerate business performance. If you do your most valuable and important work in teams then Method Teaming is essential.

Contact us

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Talent-Aligned Teams